




DEPARTMENT OF THE TREASURY  
WASHINGTON, D.C.

SECRETARY OF THE TREASURY

August 16, 2006

**MEMORANDUM FOR ALL TREASURY EMPLOYEES**

**FROM:** Henry M. Paulson, Jr.   
**SUBJECT:** Equal Employment Opportunity and Diversity Policy

I want to take the opportunity early in my tenure as Secretary to affirm my expectations regarding equal opportunity and diversity in the workplace. Our Department must consistently support an environment of equal opportunity for all employees, applicants for employment, and customers. Actions must be taken based upon merit and without regard to race, color, religion, national origin, sex, sexual orientation, parental status, age, protected genetic information, or mental or physical disability. The Department also must ensure that individuals have equal opportunities, without prohibited discrimination, to participate in, and receive benefits from, all programs or activities funded by the Department.

Our citizens are served best by a government comprised of individuals from diverse educational, professional, family, cultural, and social backgrounds. I expect all managers and supervisors in this Department to continue to recruit the most talented candidates from diverse sources, give all employees equal opportunities to progress, and support a work environment that values fairness, equity, and respect.

Finally, I fully support the Department's zero tolerance policy for sexual harassment or any other forms of discrimination or reprisal. Harassment of employees, by either managers or coworkers, on any basis, has no place in our Department. Employees must be secure in the knowledge that individuals who violate the law will be held accountable and appropriate disciplinary action will be taken when an employee has engaged in discriminatory or retaliatory conduct.

I look forward to working together to continue to build a competitive, highly qualified, and diverse Treasury Department.